



Diversity and Equalities Policy

Statement of Purpose:

GROW-Wellbeing C.I.C. aims to create and maintain an environment that acknowledges and respects the fundamental value and dignity of all individuals, and of their diverse traditions, heritages and lived experience.

We believe all individuals should be:

- treated with dignity and respect
- treated fairly and with awareness
- be encouraged to realize their potential
- valued for who and what they are, and for what they bring.

No individual, including staff, young people, and others engaged with GROW-Wellbeing CIC and its work will be unjustly discriminated against. This includes, but is not limited to, the nine protected characteristics.

GROW-Wellbeing CIC is committed to promoting fairness between all people. This includes the recognition and removal of barriers preventing any individual engaged with the work of the organisation meeting their needs, and the creation of fair opportunities for everyone.

Relevant Legislation

The Human Rights Act 1998

Equalities and Diversities Act 2010

The Equalities and Diversities Act brings together over 100 pieces of Legislation (including 9 major pieces) with the aims of:

- eliminating discrimination
- promoting equality of opportunity
- fostering good relationships

The Act introduced nine **protected characteristics**, under which it is unlawful to discriminate against an individual on the basis of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- race
- religion and belief
- sex
- sexual orientation
- pregnancy and maternity

As an organisation GROW-Wellbeing CIC follows the Public Sector Equality Duty. This aims to:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equalities and Diversities act.
- advance equality of opportunity between people who share a protected characteristic and those who do not share it.
- foster good relationships between people who share a protected characteristic and those who do not.
- produce and make available relevant information demonstrating the organisations compliance with the Equality Duty.

GROW-Wellbeing CIC will produce regular data indicating full consideration of these aims. This will reflect the impact of Policies, Procedures and working practices on people who share a protected characteristic. All data will be proportionate, and both quantitative and qualitative in form. Relevant sources for data include:

- Diversities and Equalities policy

- Staff Recruitment Policy
- Training records.
- Incident records.
- Engagement/ Attendance records.
- Performance information.
- Children and Young People's feedback/ evaluation
- Complaints (including learning and implementation).

Means of Achievement

In order to fulfil the aims of the Diversity and Equalities Policy GROW-Wellbeing CIC will:

- Designate a lead Director to oversee and monitor the implementation of the Policy.
- Actively generate an environment with an ethos based on mutual respect, dignity for all and acceptance.
- Embed and implement this ethos within all Policies and Procedures of the organisation.
- Make all appropriate reasonable adjustments possible within the setting, to promote access and engagement.
- Operate from within a Person-Centred perspective - accepting and valuing each individual as a unique being with unique needs to be met in order to realize their potential.
- Ensure all staff and volunteers access appropriate training to promote awareness and effective, inclusive working practices.
- Actively challenge discrimination and/or prejudice in language or action.
- Recognise and address positively, cultural requirements.
- Promote the recognition and celebration of cultural traditions.
- Develop a cultural resource bank in a child/ young person friendly format.
- Develop a resource base re: supporting the development of personal identity, this should be in a young person friendly format.

- Ensure resources reflect the diversity of all those engaged with the organisation.
- Promote an ethos that actively values difference and which challenges prejudice of any type.
- Raise awareness of the negative impact of prejudice and stereotypes.
- Develop a young person friendly version of the Diversities and Equalities Statement
- Ensure any imagery displayed positively reflects diversity and does not reinforce stereotypes.
- Deliver the ILP in a child/young person- centred manner, recognising different learning styles and support needs.
- Celebrate achievement.
- Consistently challenge inappropriate behaviour, comments or language.
- Ensure access and support for the development of language skills.
- Develop links with relevant organisations to promote the positive development of self-identity.
- Respect the right of the individual, including the right to hold different views and beliefs.
- Not allow these to be manifested in a way that is hostile, negative or degrading to others.
- Operate an effective and accessible complaints procedure.
- Record, report, manage and analyse any and all incidents of discrimination, harassment or victimisation and use this to inform the development of best practice.

GROW-Wellbeing CIC is committed to:

- Addressing harassment, bullying and victimisation effectively and with awareness.
- Creating an environment which promotes the development of self-worth.
- Creating an environment which promotes and supports the development of positive self-identity.
- Valuing and respecting all individuals and recognising their unique qualities and needs.
- Not transmitting or confirming stereotypes by our use of language.
- Not intentionally offending in our use of language.
- Using appropriate and respectful terminology.
- Ensuring all staff and volunteers understand and comply with the Diversity and Equality Policy, have the skills and qualities to implement it, and have access to ongoing training.
- Supporting the development of an environment which actively promotes dignity, respect and acceptance.
- Ensuring Diversity and Equality are reflected in Staff Recruitment processes and ongoing Professional Development.

Diversity and Equalities Lead Role

The Programme Director is responsible for:

- Ensuring that GROW-Wellbeing CIC complies with all relevant Legislation.
- Overseeing the dissemination and implementation of the Diversity and Equality Policy.
- Ensuring all staff and volunteers are aware of the Policy and receive appropriate, meaningful training to support its implementation.
- Actively promoting the ethos of the organisation, placing inclusion, equality of opportunity and a person-centred approach at the core of all work.

- Empowering all those involved in the work of the organisation to recognise, challenge and report discrimination in any form.
- Overseeing all monitoring processes, including that of complaints.
- Overseeing regular reviews and promote the sharing of new learning.
- Ensuring all recruitment processes address diversity and equality issues positively and are undertaken with due regard to these.

Staff Recruitment

All applicants will be treated fairly and equally. The Recruitment Process will be transparent with selection on the basis of aptitude, ability and relevant skills/experience. All posts will have a comprehensive Job Description and Person Specification, with the Job Description overtly reflecting a commitment to Diversity and Equality. Wherever appropriate, reasonable adjustments will be made to ensure fair participation in the selection process.

Feedback will be available to all applicants and will reflect accurately and transparently the decision-making process.

GROW-Wellbeing CIC is committed to reflecting diversity within its staff team and will take positive and considered steps to ensure that information on job opportunities is widely advertised, this will include making information available through community and faith-based organisations as well as more traditional methods.

Recording and Reporting

Any and all incidents of discrimination, bullying, harassment or victimisation must be formally reported to the relevant lead director and recorded.

Complaints will be dealt with in line with the GROW-Wellbeing C.I.C. Complaints Procedure.

Discrimination- some Definitions

Direct discrimination-

When a person is treated less favourably than another because of a protected characteristic.

Indirect discrimination-

When a condition, provision, policy or practice applies to everyone **but** particular disadvantaged people who share a protected characteristic, and this cannot be shown to be a proportionate means of achieving a legitimate aim.

Discrimination by association-

Direct discrimination against an individual because they associate with another person who possesses a protected characteristic.

Perception discrimination-

Direct discrimination against an individual because others think that they possess a particular protected characteristic. This applies even if the person does **not** possess the characteristic.

Discrimination arising from disability-

When a person with a disability is treated unfavourably because of something connected to their disability and such treatment cannot be justified. This is different from direct or indirect discrimination.

Harassment-

When a person is subject to unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity, or, of creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Third party harassment-

When, during the course of their duties, an employee is harassed by an individual(s) who is not under the direct control of the company, and the harassment relates to a protected characteristic.

Victimisation-

When an individual is subject to detriment because they have made an allegation of, or given evidence about, the treatment of an individual (including themselves) subject to any of the above.

Signed:  Director Date : 12th September 2019

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